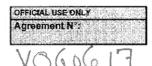
Employment and Emploi et Développement social Canada

Labour Program Federal Contractors Program



Agreement to Implement Employment Equity

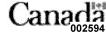
New Agreement								
Revised Agreement								
<u></u>								
ORG	ANIZATION			***************************************				
Legal Name of Organization		Parent company is	ocated outsic	le Canada				
INGENIUM GROUP INC.		Yes X No						
Operating Name (if different from Legal Name of Organization)		Description of Direct	nece Mumbe	r				
				∞ 0 1				
		Total number of em (Full-Time/Part-Tim						
Organization's North American Industry Classification System (NAICS) Coo	le Nº			S Code Number please bjects-sujets/standard-				
5413		norme/naics-scian/						
Official use only (if information above is incorrect)								
	femployees in Canab	a	Organizatión	s NAICS Code No				
	- Barrier	<u> </u>	* 0					
	(D OFFICE		l no otrono	1				
Address (building number, street, suite, etc.)	TORONTO		Province ON	MQW 1AQ				
2 INTERNATIONAL BLVD	Telephone Numbe		Fax Number					
	(416) 675	5950	(416)	7985456				
EMPLOYMEN'	TEQUITY CONT	ACT						
Name (print) JACQUI SOUTER	Title DIDECTOR	. HUMAN RI	=00UD0	<u></u> 0				
Telephone Number	E-mail Address	HUIDAN KI	WOUKE	<u> </u>				
(416)798 5549	JACQUI.	OUTER@th	cingani	nwdwnb cow				
CERI	TIFICATION			<u> </u>				
The above-named organization:								
 having a combined workforce of 100 or more permanent full-tim 12 weeks or more in Canada, AND 	ne, permanent part-	time and temporary	y employees	having worked				
intending to bid on, or being in receipt of, a federal government		contract, standing	offer or conti	ract issued under a				
Supply Arrangement, valued at \$1,000,000 or more (including a Hereby certifies its commitment to implement or maintain employment		-anina haeie hevor	od the neric	t of the programment				
instrument, in keeping with the Federal Contractors Program require	rements. For more							
please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index								
Important note: If an audit of the Agreement to Implement Employ the procurement instrument(s) with the Government of Canada may		ers misrepresentati	on on the pa	art of the organization,				
NOTE: The signatory must be the Chief Executive Officer OR an a	NATORY	on avantius assi	lian with Inc	al authority to aign a				
contract on behalf of the organization.	tutriorizea person ri	ran executive posi	aon was reg.	ar authority to sign a				
Name (print) VICTOR SMITH	Title	ecimile f	EFINEO)				
VICTOR SMITH CHIEF EXECUTIVE OFFICER Jelephprie Number E-mail Address								
<u>416)</u>	VICTOR SM	ITH@THEINGE	ENUMG	ROUP-COM				
Signature	Date ** Č)2 - 27	144					
	*			***************************************				
	INSTRUCTIONS	*						
IMPORTANT								
 The original copy of the signed Agreement to Implement Er at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc. 		form must be ser	it to the Lai	our Program fax,				

Workforce Analysis - Detailed Report

Date: 2018-08-01

Women

					Women	Women						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	lability	Gap	Recruitment Area				
		#	#	%	%	#	#					
01 : Senior Managers	National	26	8	30.8 %	27.4 %	7	1	National				
02 : Middle and Other Managers	National	59	18	30.5 %	38.9 %	23	-5	National				
03 : Professionals		81	27	33.3 %	19.9 %	16	11					
1111 : Financial auditors and accountants	National	1	1	100.0 %	55.1 %	1	0	National				
1121 : Human resources professionals	National	1	0	0.0 %	71.1 %	1		National				
1123 : Professional occupations in advertising, marketing and public relations	National	4	3	75.0 %	66.4 %	3	0	National				
2131 : Civil engineers	National	13	5	38.5 %	15.3 %	2	3	National				
2132 : Mechanical engineers	National	21	4	19.0 %	9.0 %	2	2	National				
2133 : Electrical and electronics engineers	National	23	9	39.1 %	11.3 %	3	6	National				
2151 : Architects	National	11	3	27.3 %	28.9 %	3	0	National				
2171 : Information systems analysts and consultants	National	3	0	0.0 %	28.3 %	1		National				
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	17.9 %	0	0	National				
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	42.5 %	0	0	National				
5121 : Authors and writers	National	2	2	100.0 %	54.9 %	1	1	National				
04 : Semi-Professionals and Technicians		106	40	37.7 %	37.5 %	40	0					
2225 : Landscape and horticulture technicians and specialists	Alberta	1	1	100.0 %	41.7 %	0	1	Alberta				
2251 : Architectural technologists and technicians	Alberta	39	16	41.0 %	33.9 %	13	3	Alberta				
2251 : Architectural technologists and technicians	British Columbia	4	2	50.0 %	21.3 %	1	1	British Columbia				
2251 : Architectural technologists and technicians	Ontario	45	10	22.2 %	29.6 %	13		Ontario				
2282 : User support technicians	Alberta	1	0	0.0 %	26.7 %	0	0	Alberta				
2282 : User support technicians	Ontario	1	1	100.0 %	24.2 %	0	1	Ontario				
5241 : Graphic designers and illustrators	Ontario	2	0	0.0 %	44.9 %	1	-1	Ontario				
5242 : Interior designers and interior decorators	Alberta	4	3	75.0 %	86.4 %	3	0	Alberta				
5242 : Interior designers and interior decorators	Ontario	9	7	77.8 %	78.6 %	7	0	Ontario				



Workforce Analysis - Detailed Report

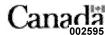
Date: 2018-08-01

Women

	Women							
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
07 : Administrative and Senior Clerical Personnel		19	12	63.2 %	80.1 %	15	-3	
Employment Equity Occupational Group	Calgary	7	4	57.1 %	80.5 %	6		Calgary
Employment Equity Occupational Group	Hamilton	1	1	100.0 %	83.5 %	1	0	Hamilton
Employment Equity Occupational Group	Ottawa - Gatineau	2	1	50.0 %	77.2 %	2	• 1	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	9	6	66.7 %	80.1 %	7		Toronto
10 : Clerical Personnel		10	7	70.0 %	66.8 %	7	0	
Employment Equity Occupational Group	Calgary	3	2	66.7 %	70.2 %	2	0	Calgary
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	65.8 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	6	4	66.7 %	65.2 %	4	0	Toronto
Total		301	112	37.2 %	35.8 %	108	4	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data

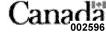


Workforce Analysis - Detailed Report

Date: 2018-08-01

Aboriginal Peoples

			_					
Employment Equity Occupational Group	Internal Location	All Employees #	Kepres #	sentation %	Availa %	ibility #	Gap #	Recruitment Area
01 : Senior Managers	National	26	0	0.0 %	2.9 %	1	-1	National
02 : Middle and Other Managers	National	59	0	0.0 %	2.2 %	1		National
03 : Professionals		81	0	0.0 %	0.9 %	1	-1	
1111 : Financial auditors and accountants	National	1	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	1	0	0.0 %	2.7 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	4	0	0.0 %	2.1 %	0	0	National
2131 : Civil engineers	National	13	0	0.0 %	1.0 %	0	0	National
2132 : Mechanical engineers	National	21	0	0.0 %	0.7 %	0	0	National
2133 : Electrical and electronics engineers	National	23	0	0.0 %	0.7 %	0	0	National
2151 : Architects	National	11	0	0.0 %	0.6 %	0	0	National
2171 : Information systems analysts and consultants	National	3	0	0.0 %	1.1 %	0	0	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	1.0 %	0	0	National
1112 : Lawyers and Quebec notaries	National	1	0	0.0 %	1.6 %	0	0	National
5121 : Authors and writers	National	2	0	0.0 %	1.9 %	0	0	National
04 : Semi-Professionals and Technicians		106	1	0.9 %	1.6 %	2		
2225 : Landscape and horticulture technicians and specialists	Alberta	1	1	100.0 %	7.3 %	0	1	Alberta
2251 : Architectural technologists and technicians	Alberta	39	0	0.0 %	2.1 %	1		Alberta
2251 : Architectural technologists and technicians	British Columbia	4	0	0.0 %	3.2 %	0	0	British Columbia
2251 : Architectural technologists and technicians	Ontario	45	0	0.0 %	0.9 %	0	0	Ontario
2282 : User support technicians	Alberta	1	0	0.0 %	3.8 %	0	0	Alberta
2282 : User support technicians	Ontario	1	0	0.0 %	1.6 %	0	0	Ontario
5241 : Graphic designers and illustrators	Ontario	2	0	0.0 %	1.6 %	0	0	Ontario
5242 : Interior designers and interior decorators	Alberta	4	0	0.0 %	2.3 %	0	0	Alberta
5242 : Interior designers and interior decorators	Ontario	9	0	0.0 %	1.2 %	0	0	Ontario



Workforce Analysis - Detailed Report

Date: 2018-08-01

Aboriginal Peoples

	Aboriginal Peoples									
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	ability	Gap	Recruitment Area		
		#	#	%	%	#	#			
07 : Administrative and Senior Clerical Personnel		19	0	0.0 %	1.7 %	0	0			
Employment Equity Occupational Group	Calgary	7	0	0.0 %	2.6 %	0	0	Calgary		
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	1.5 %	0	0	Hamilton		
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau		
Employment Equity Occupational Group	Toronto	9	0	0.0 %	0.8 %	0	0	Toronto		
10 : Clerical Personnel		10	1	10.0 %	1.6 %	0	1			
Employment Equity Occupational Group	Calgary	3	1	33.3 %	3.0 %	0	1	Calgary		
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	2.8 %	0	0	Ottawa - Gatineau		
Employment Equity Occupational Group	Toronto	6	0	0.0 %	0.7 %	0	0	Toronto		
Total		301	2	0.6 %	1.6 %	5	-3			

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data

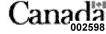


Workforce Analysis - Detailed Report

Date: 2018-08-01

Members of Visible Minorities

		Members of Visible Minorities						
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	26	1	3.8 %	10.1 %	3	-2	National
02 : Middle and Other Managers	National	59	16	27.1 %	15.0 %	9	7	National
03 : Professionals		81	32	39.5 %	28.0 %	23	9	
1111 : Financial auditors and accountants	National	1	1	100.0 %	27.5 %	0	1	National
1121 : Human resources professionals	National	1	1	100.0 %	14.1 %	0	1	National
1123 : Professional occupations in advertising, marketing and public relations	National	4	0	0.0 %	16.9 %	1	-1	National
2131 : Civil engineers	National	13	11	84.6 %	26.0 %	3	8	National
2132 : Mechanical engineers	National	21	8	38.1 %	28.6 %	6	2	National
2133 : Electrical and electronics engineers	National	23	8	34.8 %	34.9 %	8	0	National
2151 : Architects	National	11	2	18.2 %	23.6 %	3	-1	National
2171 : Information systems analysts and consultants	National	3	1	33.3 %	31.4 %	1	0	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	31.5 %	0	0	National
112 : Lawyers and Quebec notaries	National	1	0	0.0 %	12.5 %	0	0	National
5121 : Authors and writers	National	2	0	0.0 %	10.7 %	0	0	National
04 : Semi-Professionals and Technicians		106	32	30.2 %	23.9 %	25	7	
2225 : Landscape and horticulture technicians and specialists	Alberta	1	0	0.0 %	4.3 %	0	0	Alberta
2251 : Architectural technologists and technicians	Alberta	39	13	33.3 %	24.2 %	9	4	Alberta
2251 : Architectural technologists and technicians	British Columbia	4	0	0.0 %	36.2 %	1	-1	British Columbia
2251 : Architectural technologists and technicians	Ontario	45	14	31.1 %	24.7 %	11	3	Ontario
2282 : User support technicians	Alberta	1	1	100.0 %	28.2 %	0	1	Alberta
282 : User support technicians	Ontario	1	0	0.0 %	35.9 %	0	0	Ontario
5241 : Graphic designers and illustrators	Ontario	2	1	50.0 %	24.0 %	0	1	Ontario
5242 : Interior designers and interior decorators	Alberta	4	0	0.0 %	9.1 %	0	0	Alberta
5242 : Interior designers and interior decorators	Ontario	9	3	33.3 %	19.6 %	2	1	Ontario



Workforce Analysis - Detailed Report

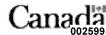
Date: 2018-08-01

Members of Visible Minorities

	Members of Visible Minorities							
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
07 : Administrative and Senior Clerical Personnel		19	3	15.8 %	25.5 %	5	-2	
Employment Equity Occupational Group	Calgary	7	1	14.3 %	16.5 %	1	0	Calgary
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	8.2 %	0	0	Hamilton
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	12.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	9	2	22.2 %	37.3 %	3	-1	Toronto
10 : Clerical Personnel		10	2	20.0 %	37.6 %	4	- 2	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	24.3 %	1		Calgary
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	14.7 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	6	2	33.3 %	48.1 %	3	-1	Toronto
Total		301	86	28.6 %	22.6 %	69	17	

Total may not equal sum of components due to rounding.

Sources: 2011 National Household Survey and employer's internal data



Workforce Analysis - Detailed Report

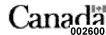
Date: 2018-08-01

Persons with Disabilities

	Persons with Disabilities							
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	85	0	0.0 %	4.3 %	4	-4	National
03 : Professionals	National	81	0	0.0 %	3.8 %	3	-3	National
04 : Semi-Professionals and Technicians	National	106	0	0.0 %	4.6 %	5	-5	National
07 : Administrative and Senior Clerical Personnel	National	19	1	5.3 %	3.4 %	1	0	National
10 : Clerical Personnel	National	10	0	0.0 %	7.0 %	1	•1	National
Total		301	1	0.3 %	4.3 %	14	-13	

Total may not equal sum of components due to rounding.

Sources: 2012 Canadian Survey on Disability and employer's internal data



Workforce Analysis - Detailed Report

Date: 2018-08-01

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2018-08-01

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



Workforce Analysis - Summary Report

Date: 2018-08-01

Women

	Women						
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	26	8	30.8 %	27.4 %	7	1	
02 : Middle and Other Managers	59	18	30.5 %	38.9 %	23	-5	
03 : Professionals	81	27	33.3 %	19.9 %	16	11	
04 : Semi-Professionals and Technicians	106	40	37.7 %	37.5 %	40	0	
07 : Administrative and Senior Clerical Personnel	19	12	63.2 %	80.1 %	15	-3	
10 : Clerical Personnel	10	7	70.0 %	66.8 %	7	0	
Total	301	112	37.2 %	35.8 %	108	4	



Workforce Analysis - Summary Report

Date: 2018-08-01

Aboriginal Peoples

	Aboriginal Peoples						
Employment Equity Occupational Group	All Employees	Repres	entation	Availa	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	26	0	0.0 %	2.9 %	1	-1	
02 : Middle and Other Managers	59	0	0.0 %	2.2 %	1	-1	
03 : Professionals	81	0	0.0 %	0.9 %	1	-1	
04 : Semi-Professionals and Technicians	106	1	0.9 %	1.6 %	2	-1	
07 : Administrative and Senior Clerical Personnel	19	0	0.0 %	1.7 %	0	0	
10 : Clerical Personnel	10	1	10.0 %	1.6 %	0	1	
Total	301	2	0.6 %	1.6 %	5	-3	



Workforce Analysis - Summary Report

Date: 2018-08-01

Members of Visible Minorities

	Members of Visible Minorities								
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap			
	#	#	%	%	#	#			
01 : Senior Managers	26	1	3.8 %	10.1 %	3	-2			
02 : Middle and Other Managers	59	16	27.1 %	15.0 %	9	7			
03 : Professionals	81	32	39.5 %	28.0 %	23	9			
04 : Semi-Professionals and Technicians	106	32	30.2 %	23.9 %	25	7			
07 : Administrative and Senior Clerical Personnel	19	3	15.8 %	25.5 %	5	-2			
10 : Clerical Personnel	10	2	20.0 %	37.6 %	4	-2			
Total	301	86	28.6 %	22.6 %	69	17			



Workforce Analysis - Summary Report

Date: 2018-08-01

Persons with Disabilities

	Persons with Disabilities									
Employment Equity Occupational Group	All Employees	Representation		Availability		Gap				
	#	#	%	%	#	#				
01/02 : Managers	85	0	0.0 %	4.3 %	4	-4				
03 : Professionals	81	0	0.0 %	3.8 %	3	-3				
04 : Semi-Professionals and Technicians	106	0	0.0 %	4.6 %	5	-5				
07 : Administrative and Senior Clerical Personnel	19	1	5.3 %	3.4 %	1	0				
10 : Clerical Personnel	10	0	0.0 %	7.0 %	1	-1				
Total	301	1	0.3 %	4.3 %	14	-13				



Workforce Analysis - Summary Report

Date: 2018-08-01

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area			
01 : Senior Managers	EEOG	National			
02 : Middle and Other Managers	EEOG	National			
03 : Professionals	NOC	National			
04 : Semi-Professionals and Technicians	NOC	Provincial			
07 : Administrative and Senior Clerical Personnel	EEOG	CMA			
10 : Clerical Personnel	EEOG	СМА			



Workforce Analysis - Summary Report

Date: 2018-08-01

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area				
01/02 : Managers	EEOG	National				
03 : Professionals	EEOG	National				
04 : Semi-Professionals and Technicians	EEOG	National				
07 : Administrative and Senior Clerical Personnel	EEOG	National				
10 : Clerical Personnel	EEOG	National				



Data from Firs	t/Previous Wor	kforce Analysi
1	1	1

Data from Su	ıbsequent/Curre Analysis	ent Workforce
\	1	1

Data from Fir	st/Previous Workf	orce Analysis
YYYY	MM	DD
2018	06	01

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD

		Table 1: Women							
		First/Previous Workforce Analysis							
E-sal.	nyment Equity Occupational Cycup (EEOC)	All Employees	Women						
Employment Equity Occupational Group (EEOG)			Representation	Availability*					
		#	#	%					
01	Senior Managers	26	8	27.4					
02	Middle & Other Managers	58	18	38.9					
03	Professionals	81	27	19.9					
04	Semi-Professionals & Technicians	106	40	37.5					
05	Supervisors	0	0	0.0					
06	Supervisors: Crafts & Trades	0	0	0.0					
07	Administrative & Senior Clerical Personnel	19	12	80.1					
08	Skilled Sales & Service Personnel	0	0	0.0					
09	Skilled Crafts & Trades Workers	0	0	0.0					
10	Clerical Personnel	10	7	66.8					
11	Intermediate Sales & Service Personnel	0	0	0.0					
12	Semi-Skilled Manual Workers	0	0	0.0					
13	Other Sales & Service Personnel	0	0	0.0					
14	Other Manual Workers	0	0	0.0					
Total		300	112	0.0					

Table 5: Women							
Subsequent	t/Current Workford	e Analysis					
All Employees	Won	ien					
	Representation	Availability*					
#	#	%					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					

* Source:			
2011 Natio	onal Househo	ld Survey	

* S	our	ce:										

Data from First/	Previous Wor	kforce Analysis
1	1	\

Data from Su	ıbsequent/Curre Analysis	ent Workforce
\	1	1

2018	06	01
YYYY	MM	DD
Data from Fir	rst/Previous Work	orce Analysis

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
0	0	0

		Table	2: Aboriginal Po	eoples
		First/Previous Workforce Analysis		
Faral	ourment Fauity Occupational Cycup (FFOC)	All Employees	Aborigina	l Peoples
cmp	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	26	0	2.9
02	Middle & Other Managers	58	0	2.2
03	Professionals	81	0	0.9
04	Semi-Professionals & Technicians	106	1	1.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	19	0	1.7
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	10	1	1.6
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		300	2	0.0

Table 6: Aboriginal Peoples		
Subsequent/Current Workforce Analysis		
All Employees	Aborigina	l Peoples
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	o	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

011 National Household Survey	
Source:	

* Source:	
0	

Data from Firs	t/Previous Wo	orkforce Analysis
1	1	1

Data from Su	bsequent/Curro Analysis	ent Workforce
\	1	1

2018	06	01
YYYY	MM	DD
Data from Fir	rst/Previous Work	orce Analysis

0	0	0
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 3: Me	mbers of Visible	Minorities								
		First/Pro	evious Workforce A	malysis								
Empl	symant Faulty Occupational Crown (FFOC)	All Employees	Members of Visible Minorities									
empr	oyment Equity Occupational Group (EEOG)		Representation	Availability*								
		#	#	%								
01	Senior Managers	26	1	10.1								
02	Middle & Other Managers	58	16	15.0								
03	Professionals	81	32	28.0								
04	Semi-Professionals & Technicians	106	32	23.9								
05	Supervisors	0	0	0.0								
06	Supervisors: Crafts & Trades	0	0	0.0								
07	Administrative & Senior Clerical Personnel	19	3	25.5								
08	Skilled Sales & Service Personnel	0	0	0.0								
09	Skilled Crafts & Trades Workers	0	0	0.0								
10	Clerical Personnel	10	2	37.6								
11	Intermediate Sales & Service Personnel	0	0	0.0								
12	Semi-Skilled Manual Workers	0	0	0.0								
13	Other Sales & Service Personnel	0	0	0.0								
14	Other Manual Workers	0	0	0.0								
Total		300	86	0.0								

	embers of Visible t/Current Workford	
All Employees	Members of Visi	· · · · · · · · · · · · · · · · · · ·
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	o	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	o	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

* So	urce:			
2011	Mationa	l Household	Survey	
12011	I vanona	THOUSCHOIG	Survey	

* So	urce	:		
0				

Data from Fir	st/Previous Wor	kforce Analysis
<u> </u>	1	Ţ

Data from Sul	osequent/Curre Analysis	ent Workforce
\	1	1

2018	06	01
YYYY	MM	DD
Data from Fi	rst/Previous Work!	orce Analysis

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
0	0	0

		Table 4:	Persons with Dis	sabilities
		First/Pr	evious Workforce A	malysis
Familia	remont Faulty Occupational Crown (FFOC)	All Employees	Persons with	Disabilities
cmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	0/0
01/02	Managers	84	0	4.3
03	Professionals	81	0	3.8
04	Semi-Professionals & Technicians	106	0	4.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	19	1	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	10	0	7.0
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		300	1	0.0

Table 8:	Persons with Dis	sabilities
Subsequent	/Current Workforc	e Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

* Source:			
2012 Canad	lian Survey on Di	sability	

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Part 2: Flow Data Analysis

Ingenium Group Inc

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Start	Date of Flow	Data
YYYY	MM	DD

	End	Date of	Flow	Data	i
YY	ΥY	M	VI	ı)D



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	Women	

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Data from Form 6 - Employe

	Table 1: Women				
	Full-time	/ National	Part-time / National		
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	
	#	#	#	#	
Senior Managers	0	0	0	0	
Middle & Other Managers	0	0	0	0	
Professionals	0	0	0	0	
Semi-Professionals & Technicians	0	0	0	0	
Supervisors	0	0	0	0	
Supervisors: Crafts & Trades	0	0	0	0	
Administrative & Senior Clerical Personnel	0	0	0	0	
Skilled Sales & Service Personnel	0	0	0	0	
Skilled Crafts & Trades Workers	0	0	0	0	
Clerical Personnel	0	0	0	0	
Intermediate Sales & Service Personnel	0	0	0	0	
Semi-Skilled Manual Workers	0	0	0	0	
Other Sales & Service Personnel	0	0	0	0	
Other Manual Workers	0	0	0	0	
al	0	0	0	0	
	Senior Managers Middle & Other Managers Professionals Semi-Professionals & Technicians Supervisors Supervisors: Crafts & Trades Administrative & Senior Clerical Personnel Skilled Sales & Service Personnel Skilled Crafts & Trades Workers Clerical Personnel Intermediate Sales & Service Personnel Semi-Skilled Manual Workers Other Sales & Service Personnel Other Manual Workers	Senior Managers Middle & Other Managers Professionals Semi-Professionals & Technicians Supervisors Supervisors: Crafts & Trades Administrative & Senior Clerical Personnel Skilled Sales & Service Personnel Skilled Crafts & Trades Workers Clerical Personnel Intermediate Sales & Service Personnel Semi-Skilled Manual Workers Other Sales & Service Personnel Other Manual Workers Other Manual Workers	Full-time / National	Full-time / National Part-time All Employees Hired	

Full-time / National		Part-time / National		
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	o	0	
0	0	o	0	
0	0	l ol	0	
0	0	o	0	
o	0	o	0	
o	0	o	0	
o	0	o l	C	
0	0	o	C	
o	0	o	0	
o	0	o	0	
0	0	o l	C	
0	0	0	0	
0	0	0	0	

	Table 9: Women						
	Full-time	Full-time / National		/ National			
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated			
-	#	#	#	#			
7	0	0	0	(
	0	0	0	(
	0	0	0	(
	0	0	0	(
	0	0	0	(
	ol	0	0	(
	0	0	0	(
)	0	0	0	(
)	0	0	0	(
)	0	0	0	(
)	0	0	0	(
	0	0	0	(
)	0	0	0	(
	0	0	0	(
	0	0	0	(

Part 2: Flow Data Analysis

Ingenium Group Inc

43300

Start	Date of Flow	Data
YYYY	MM	DD
0	0	0

0	0	0
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

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Data from Form 5 - Employees Promoted $\overline{\downarrow}$ $\overline{\downarrow}$

Data from Form 6 - Employees Terminated $\overline{\downarrow}$ $\overline{\downarrow}$

		Table 2: Aboriginal Peoples			
		Full-time	/ National	Part-time / National	
	ployment Equity Occupational Group EOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	0	0	0	0
03	Professionals	0	0	0	0
04	Semi-Professionals & Technicians	0	0	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	0	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	0	0	0	0
11	Intermediate Sales & Service Personnel	0	0	0	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0
Γot	al	0	0	0	0

Full-time /	National	Part-time / National		
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

Table 10: Aboriginal Peoples				
Full-time	/ National	Part-time	/ National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

Part 2: Flow Data Analysis

Ingenium Group Inc

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0	0	0
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Start	Date of Flow	Data

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End I	Date of Flow	Data



Data from Form 5 - Employed Promoted	<u> </u>
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Data from Form 5 - Employed	
Data from Form 5 - Employed	
Data from Form 5 Employed	
	36

Data from Form 6 - Employees Terminated T

		Table 3: Persons with Disabilities				
		Full-time	Full-time / National		Part-time / National	
	ployment Equity Occupational Group EOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	
		#	#	#	#	
01	Senior Managers	0	0	0	0	
02	Middle & Other Managers	0	0	0	0	
03	Professionals	0	0	0	0	
04	Semi-Professionals & Technicians	0	0	0	0	
05	Supervisors	0	0	0	0	
06	Supervisors: Crafts & Trades	0	0	0	0	
07	Administrative & Senior Clerical Personnel	0	0	0	0	
08	Skilled Sales & Service Personnel	0	0	0	0	
09	Skilled Crafts & Trades Workers	0	0	0	0	
10	Clerical Personnel	0	0	0	0	
11	Intermediate Sales & Service Personnel	0	0	0	0	
12	Semi-Skilled Manual Workers	0	0	0	0	
13	Other Sales & Service Personnel	0	0	0	0	
14	Other Manual Workers	0	0	0	0	
Tot	al	0	0	0	0	

Table 7: Persons with Disabilities					
Full-time	/ National	Part-time	Part-time / National		
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted		
#	#	#	#		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	n	A		

Table 1	1: Person	s with Disa	bilities
Full-time			/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Part 2: Flow Data Analysis

Ingenium Group Inc

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0	0	0
YYYY	MM	DD
Start	Date of Flow	Data

0	0	0
YYYY	MM	DD
End l	Date of Flow	Data



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** ·	e* ***	AM 16.3 M	

Terminated

Data from Form 6 - Employees

		Table 4:	Members (of Visible N	linorities
		Full-time	/ National	Part-time	/ National
	ployment Equity Occupational Group EOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	0	0	0	0
03	Professionals	0	0	0	0
04	Semi-Professionals & Technicians	0	0	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	0	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	0	0	0	0
11	Intermediate Sales & Service Personnel	ol	0	0	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
	Other Manual Workers	0	0	0	0
Γot	al	0	0	0	0

Full-time / National		Part-time / National		
All Employees Promoted		All Employees Promoted	Members of Visible Minorities Promoted	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

Full-time		of Visible N Part-time	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

									Data	or First/I	Previous (Joals							
A	С	D	<u> </u>	<u> </u>	<u>G</u>	Н	<u> I</u>	J	K	L	M	N	0	P	Q	R	S	T	<u> </u>
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C
	Ţ	Į.	Ţ	↓	Į.	1	1	Ţ	Į.	Ţ	Ţ	Ţ	Į.	Į.	Ų	Ţ	Ţ	Ţ	<u> </u>
										Table 1:									
				40.5	aplovees				First	Previous SI	iort-term G	oals		11	omen				
				AHEB	* .			<u> </u>		·			1 20	r Goals	omen				
	Number	Grev	oth (New Posit	tions)	Turnover (R	eplacement of Employees)	f Terminated		Number		eplacement of	Hires	ļ	r Goais n - To					
Employment Equity Occupational	VYYY-MM-DD	Actual	Proi	ected	Actual		jected	Anticipated Hires Over 3	YYYY-MM-DD		f Employees)	Required		- 7777	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)				Over 3			Over 3	Years			Over 3	Over 3 Years		I	Availability		Gap	Representation	Years
	2018-06-01	Annually	Annually	Years	Annually	Annually	Vears		2018-06-01	Annually	Years		2018	2021					
	#	9/6	%	#	9/6	%	#	Ħ	#	9/6	#	Ħ	#	9/6	9/0	#	#	%	9/6
01 Senior Managers	26	-100.0%		0	0.0%		0	0	8	0.0%	0	-1	0		27.4%	1	1	30.8%	30.8%
02 Middle & Other Managers	58	-100.0%		0	0.0%		0	0	18	0.0%	0	5	(38.9%	-5	-5	31.0%	31.0%
03 Professionals	81	-100.0%		0	0.0%		0	0	27	0.0%	0	-11	0		19.9%	11	11	33.3%	33.3%
04 Semi-Professionals & Tech	106	-100.0%		0	0.0%		0	0	40	0.0%	0	0	0		37.5%	0	0	37.7%	37.7%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	19	-100.0%		0	0.0%		0	o	12	0.0%	0	3	(80.1%	-3	-3	63.2%	63.2%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	1	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	10	-100.0%		0	0.0%		0	0	7	0.0%	0	0	0		66.8%	0	0	70.0%	70.0%
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0,0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	(0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

0.0%

300 -100.0%

Total

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

112

0.0%

-112

0.0%

112

112

				Table 2: Women
Employment Equity Occupational		Women		
Group (EEOG)	Short-ter	m Goals Loi	ng-term Goals	Comments
	#	% #	%	
01 Senior Managers	0	0.0	0.0	
02 Middle & Other Managers		38.9	0 38.9	goal is at market availability per Workforce Analysis Summary report; ST goals = LT goal
03 Professionals	0	0.0	0.0	
04 Semi-Professionals & Tech	0	0.0	0.0	
05 Supervisors	0	0.0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0.0	
07 Administrative & Sr Clerical	0	0.0	0.0	as our representation exceeds 50% availability (currently at 63.2% representation) we are not required to set a goal
08 Skilled Sales & Service	0	0.0	0.0	
09 Skilled Crafts & Trades	0	0,0	0.0	
10 Clerical Personnel	0	0.0	0.0	
11 Intermediate Sales & Service	0	0,0	0.0	
12 Semi-Skilled Manual	0	0.0	0.0	
13 Other Sales & Service	0	0.0	0.0	
14 Other Manual Workers	0	0.0	0.0	
Total	0	0.0	0.0	

37.3%

37.3%

									Data i	or First/I	Previous (Goals							
A	C	D	E E	j F	i G	н	1	J	K	Ĭ L	j M	l N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
	\	Ţ	Ų	Ų	↓	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Į.	Ţ	Ţ	Ų	Ţ
											iginal Pec								
									First/	Previous SI	hort-term C	Goals							
		1		All En	aployees			1				1			nal Peoples				
	Number	per Growth (New Positions) Turnover (Replacement of Terminate Employees)				[Terminated]		Number	Turnover (R	eplacement of	Hires		r Goals n - To						
Employment Equity Occupation	U VVVV-MM-DD	Actual	Peni	jected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	i Employees)	Required		- 1777	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	2018-06-01	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2018-06-01	Annually	Over 3	Over 3 Years	2018	2021	Availability		Gap	Representation	Vears
	2018-00-01			Years		•	Vears		2018-00-01		Vears		2018						
	#	9/0	%	#	9/6	9/6	#	Ħ	#	9/6	Ħ	#	#	%	9/6	Ħ	#	9/6	9/6
01 Senior Managers	26	I			0.0%		0	0	0	0.0%] 1	0		2.9%	-1	-1	0.0%	0.0%
02 Middle & Other Managers 03 Professionals	58	-100.0% -100.0%		l u	0.0%		"	0	0	0.0%	1 "				2.2% 0.9%	-1	-/	0.0% 0.0%	0.0% 0.0%
03 Professionals 04 Semi-Professionals & Tech	106			l "	0.0%		"	0	1	0.0%		1	, u		1.6%	-1	- 1	0.0%	0.9%
05 Supervisors	100	0.0%		1 0	0.0%		l "	0	,	0.0%	1 6	í í	l "		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trade	s č	0.0%		Ů	0.0%		0	o o	0	0.0%	Ì	ه ا	Ŏ		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerica	1	1		0	0.0%		0	o	0	0.0%		0	0		1.7%	0	0	0.0%	0.0%
08 Skilled Sales & Service	c	0.0%			0.0%		0	0	0	0.0%		0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	10	-100.0%		0	0.0%		0	0	1	0.0%	0	-1	0		1.6%	1	1	10.0%	10.0%
11 Intermediate Sales & Service	e 0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	C	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	C	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	300	-100.0%			0.0%		0	0	2	0.0%	0	-2	0	<u> </u>	0.0%	2	2	0.7%	0.7%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis) + Total number of employees from Current Workforce Analysis) + 2) x 100.

				Table 4: Aboriginal Peoples
Employment Equity Occupational		Aboriginal Peoples		
Group (EEOG)	Short-ter	m Goals Long	term Goals	Comments
	#	% #	%	
01 Senior Managers	0	2.9	0 2.9	goal is at market availability per Workforce Analysis Summary Report, ST goals = LT goals for all EEOG's
02 Middle & Other Managers	0	2.2	0 2.2	
03 Professionals	0	0.9	0.9	
04 Semi-Professionals & Tech	0	1.6	0 1.6	
05 Supervisors	0	0.0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0.0	
07 Administrative & Sr Clerical	0	0.0	0.0	
08 Skilled Sales & Service	0	0.0	0.0	
09 Skilled Crafts & Trades	0	0.0	0,0	
10 Clerical Personnel	0	0.0	0.0	
11 Intermediate Sales & Service	0	0.0	0.0	
12 Semi-Skilled Manual	0	0.0	0.0	
13 Other Sales & Service	0	0.0	0.0	
14 Other Manual Workers	0	0.0	0.0	
Total	0	0.0	0,0	

									Data 1	or First/I	Previous (Goals							
AB	С	D	<u>E</u>	<u> </u>	i G	H	<u> I</u>	<u> </u>	<u>K</u>	<u>L</u>	<u>M</u>	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis ²	Data Entry	CxHx3	F 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
	, J	J.	Ų	Ų	↓	J.	Ų.	Ţ	Į.	Ţ	Ţ	Ţ	Ţ	Ţ	Ų	J	Ţ	Ų	Ţ
										Persons									
				400.5					First/	Previous SI	iort-term G	oals		ъ .					
				All El	nployees			T						rersons wi r Goals	th Disabilitie	<u> </u>			
	Number	Growth (New Positions) Turnover (Replacement of Terminated Employees)					Number	Turnover (R	eplacement of	Hires		r Goais n - To							
Employment Equity Occupational	YYYY-MM-DD	Actual	Pen	ected	Actual	,	jected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- >>>>	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)				Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2018-06-01	Annually	Annually	Years	Annually	Annually	Vears		2018-06-01	Annually	Years		2018	2021					
	#	9/0	%	#	%	%	Ħ	Ħ	#	%	Ħ	Ħ	#	%	9/6	#	#	%	0/6
01/02 Managers	84	-100.0%		(0.0%		0	0	()	0.0%	0	4	0		4.3%	-4	-4	0.0%	0.0%
03 Professionals	81	-100.0%		(0.0%		0	0	0	0.0%	0	3	0		3.8%	-3	-3	0.0%	0.0%
04 Semi-Professionals & Tech	106	-100.0%		(0.0%		0	0	0	0.0%	0	5	0		4.6%	-5	-5	0.0%	0.0%
05 Supervisors	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical 08 Skilled Sales & Service	19	******		1	0.0%		0	1 0	1	0.0%	0	0	0		3.4%	1 0	0	5.3%	5.3% #DIV/0!
09 Skilled Crafts & Trades	0	0.0% 0.0%		1	0.0%		0	1 0	0	0.0%	0	0			0.0% 0.0%		0	#DIV/0! #DIV/0!	#DIV/0!
10 Clerical Personnel	10			1	0.0%		1 0		n	0.0%	0	1	0		7.0%		-1	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%			0.0%				1 6	0.0%	0	, 0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		1 7	0.0%		l o		Ĭ	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		1	0.0%		0	ا	0	0.0%	0	0	0		0.0%		0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%			0.0%		0	o	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	300	-100.0%		(0.0%		0	0	1	0.0%	0	~1	0		0.0%	1	1	0.3%	0.3%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 1) x 100.
- talculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

WOLKIOICE Analysis) = 2) x 10	v.			
				Table 6: Persons with Disabilities
Part Part Orange	P	ersons with Disa	ibilities	
Employment Equity Occupational	Short-ter	m Goals L	ong-term Goals	Comments
Group (EEOG)	#	%	# %	
01/02 Managers	0	4.3	0 4.3	goal at market availability per workforce analysis summary report; ST goals =LT goals for all EEOG's
03 Professionals	0	3.8	0 3.8	
04 Semi-Professionals & Tech	0	4.6	0 4.6	
05 Supervisors	0	0.0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0.0	
07 Administrative & Sr Clerical	0	0.0	0.0	
08 Skilled Sales & Service	0	0.0	0.0	
09 Skilled Crafts & Trades	0	0.0	0.0	
10 Clerical Personnel	0	7.0	0 7.0	
11 Intermediate Sales & Service	0	0.0	0.0	
12 Semi-Skilled Manual	0	0.0	0.0	
13 Other Sales & Service	0	0,0	0.0	
14 Other Manual Workers	0	0,0	0.0	
Total	0	0.0	0 0.0	

										Data f	or First/I	Previous (Goals							
	В	С	D	I E	<u> </u>	G	Н	I	J	K	L	M	l N	0	l P	Q	R	S	T	U
Data s	ources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C
		Ţ	↓	Ų	Į.	Į.	J.	Į.	Ţ	↓	Ţ	ţ	Ų	Ų	Į.	Ų	Ţ	ţ	Ų.	J
										Table 7: M				Ş						
										First/	Previous SI	hort-term C	ioals							
					All En	aployees										isible Minori	ties			
		Number	Grev	oth (New Posit	tions)	Turnover (R	eplacement o Employees)	[Terminated]		Number	Turnover (R	eplacement of	Hires		r Goals					
Emple	syment Equity Occupational								Anticipated Hires Over 3		Terminated	i Employees)	Required		n - To	Present	Present Gap	Projected	Present	Projected Representation in 3
Group	(EEOG)	VVVV-MM-DD	Actual	Proj	ected	Actual	Pre	jected	Years	VVVV-MM-DD		1	Over 3	1111	-1111	Availability	rresem Gap	Gap	Representation	Years
		2018-06-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-06-01	Annually	Over 3 Years	Years	2018	2021					
		#	%	9/0	#	%	9/6	#	Ħ	#	%	Ħ	Ħ	#	9/0	9/6	#	#	%	%
01	Senior Managers	26			- 0	0.0%		0	0	1	0.0%	. 0	2	0		10.1%	-2	-2	3.8%	3.8%
02	Middle & Other Managers	58	-100.0%		0	0.0%		0	0	16	0.0%	0	-7	0		15.0%	7	7	27.6%	27.6%
03	Professionals	81	-100.0%		0	0.0%		0	0	32	0.0%	0	-9	0		28.0%	9	9	39.5%	39.5%
04	Semi-Professionals & Tech	106	-100.0%		0	0.0%		0	0	32	0.0%	0	-7	0		23.9%	7	7	30.2%	30.2%
	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
1 1	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
1 1	Administrative & Sr Clerical	19	-100.0%		0	0.0%		0	0	3	0.0%	0	2	0		25.5%	-2	-2	15.8%	15.8%
1 1	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
1 1	Clerical Personnel	10	~100.0%		0	0.0%		0	0	2	0.0%	0	2	0		37.6%	-2	-2	20.0%	20.0%
1 1	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
1 1	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
1 1	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
ļh	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total		300	-100.0%		1 0	0.0%		1 0	0	86	0.0%	0	-86	0		0.0%	86	86	28.7%	28.7%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

	Workforce Analysis) - 2) x 10	~ .				
						Table 8: Members of Visible Minorities
Emal	oyment Equity Occupational	Mer	nbers of Visi	ble Minori	ities	
	p (EEOG)	Short-tei	rm Goals	Long-te	rm Goals	Comments
31100	p (EEOO)	#	%	#	%	
01	Senior Managers	0	10.1	C	10.1	goal at market availability per Workforce Analysis summary report; ST goals=LT goals for all EEOG's
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	C	0.0	
04	Semi-Professionals & Tech	0	0.0	(0.0	
	Supervisors	0	0.0	(0.0	
- 06	Supervisors: Crafts & Trades	0	0.0	(0.0	
07	Administrative & Sr Clerical	0	25.5	(25.5	
08	Skilled Sales & Service	0	0.0	(0.0	
09	Skilled Crafts & Trades	0	0,0	(0.0	
10	Clerical Personnel	0	37.6	0	37.6	
11	Intermediate Sales & Service	0	0.0	(]0.0	
12	Semi-Skilled Manual	0	0.0	(]0.0	
13	Other Sales & Service	0	0.0	0]0.0	
14	Other Manual Workers	0	0.0	(0.0	
Total		0	0.0	(0.0	

									Data for	Subseque	nt/Currei	nt Goals							
A	С	D	<u> </u>	F	<u>G</u>	Н	I	J	K	L	М	N	<u> 0</u>	P	Q	R	S	T	U.
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	Tr -	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
National (1997)	Ţ	J	J	Ţ	Į.	V	J.	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Į.	Ţ	Ţ	Ų.	Ţ Ţ
										Table 9:									
				4 W.E					Subsequ	ent/Current	Short-tern	n Goals		***					
		1		All En	ployees										omen			ı	
	Number	Gro	wth (New Posit	ions)		eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals n - To					
Employment Equity Occupational	VVVV-MM-DD	Actual		ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		-1777	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)		Actual	1119	,	ACIOAI	1,111	Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
		Annually	Annually	Over 3 Years	Annually	Annually	Vears		-	Annually	Years	16413	0	3					
	#	9/0	%	#	9/6	%	#	#	#	%	#	#	#	9/6	9/6	#	#	9/6	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%	*	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%	1	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%	1	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%	,	0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%)	0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service 12 Semi-Skilled Manual	0	0.0%	1	0	0.0%] ,		0.0%	9	0	1 0		0.0%	0	0	#DIV/0!	#DIV/0! #DIV/0!
12 Semi-Skilled Manual 13 Other Sales & Service	0	0.0%	1	0	0.0%		0			0.0%	0	0	1 0		0.0% 0.0%	0		#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
13 Other Sales & Service 14 Other Manual Workers	0	0.0%		0	0.0%		0] ,	0	0.0%	0	0	"		0.0%	1 0	0	#DIV/0: #DIV/0!	#DIV/0! #DIV/0!
1-1 Duici Wannai Workers	<u>v</u>	0.076		<u>'</u>	0,076		, v	¥	,	0.070	· · · · · ·	1 0			U.U76	· ·	()	#1J1 V/U;	27L7 (U)

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

0.0

0.0%

0 -100.0%

Total

Total

t Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

0.0%

0.0%

Table 10: Women Women **Employment Equity Occupational** Short-term Goals Long-term Goals Comments Group (EEOG) 01 Senior Managers 0.0 0.0 02 Middle & Other Managers 0.0 0.0 0.0 03 Professionals 0.0 04 Semi-Professionals & Tech 0.0 0.0 05 Supervisors 0.0 0.0 Supervisors: Crafts & Trades 0.0 0.0 Administrative & Sr Clerical 0.0 0.0 08 Skilled Sales & Service 0.0 0.0 09 Skilled Crafts & Trades 0.0 0,0 10 Clerical Personnel 0.0 0.0 Intermediate Sales & Service 0.0 0.0 11 12 Semi-Skilled Manual 0.0 0.0 13 Other Sales & Service 0.0 0.0 14 Other Manual Workers 0.0

#DIV/0!

#DIV/0!

									Data for	Subseque	nt/Curre	nt Goals							
A	С	D	<u>I</u>	F	i G	Н	Ī	J	K	L	M	l N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F -	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
	Ų	Į.	Ų	J	Į.	Ţ	J	Ţ	Į.	Ų	Ţ	Ţ	Ţ	Ţ	Į.	Ţ	Ţ	Ų	Į į
										11: Abor									
	ine i								Subsequ	ent/Current	t Short-teri	n Goals							
		All Employees										1			nal Peoples				
	Number	Gree	Growth (New Positions) Turnover (Replacement of Terminated Employees) Anticin					Anticipated	Number		eplacement of LEmployees)	11000		r Goals n - Fo					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Pro	jected	Actual	Pro	jected	Hires Over 3	YYYY-MM-DD	1 rermmated	i r.mpioyees)	Required Over 3	2777	- 1777	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Group (ECOO)		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	-	Annually	Over 3 Years	Years	0	3					Years
	#	%	%	#	%	%	#	Ħ	#	%	#	Ħ	#	%	9%	#	#	%	0/6
01 Senior Managers	0	-100.0%	,	(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	()	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%	,	(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		(0.0%		0	0	•	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%	,	(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%	,	(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		1	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		(0.0%		0	0	(0.0%	0	0	0		0.0%	0	()	#DIV/0!	#DIV/0!
Total	0	-100.0%)	1	0.0%		0	0	(0.0%	0	0	1 0	<u> </u>	0.0%	0	0	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis) + Total number of employees from Current Workforce Analysis) + 2) x 100.

			Table 12: Aboriginal Peoples
Employment Equity Occupational	Aboriginal		
Group (EEOG)	Short-term Goais	Long-term Goals	Comments
	9/6	9/6	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0,0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0,0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

Data for Subsequent/Current Goals

A	<u> </u>	<u> </u>	<u> </u>	<u> </u>				<u> </u>	<u> </u>	i	<u> </u>	N	0		<u> </u>	<u> </u>	<u> </u>	I	L L
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
<u> </u>	<u> </u>	<u> </u>	J	J	,	V	<u> </u>		·	<u>. </u>	.	Į	Ţ	<u></u>		`	`	.	J
									Table 13	: Persons	with Disa	abilities							
-									Subsequ	ent/Current	Short-tern	n Goals							
				All En	aployees									Persons wi	th Disabilities	ş			
	Number	Gree	oth (New Posit	tions)	Turnover (Re				Number	Tuenovae (D.	eplacement of			r Goals					
Employment Equity Occupational					 	Employees)		Anticipated			(Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Group (EEOG)	VVVV-MM-DD	Actual	Proj	ected	Actual	Pro	jected	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- 11111	Availability	Present Gap	Gap	Representation	Representation in 3 Years
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	10213	-	Annually	Over 3 Years	Years	0	3					1 Call 2
	±	%	%	± ±	%	%	H	н	#	9/6	H	н	H	1/6	9/6	H	H	%	0/0
01/02 Managers	- 0	-100.0%	 	. 0	0.0%		0	0	()	0.0%	0	0			0.0%	0	()	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		- 0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)¹³ 1) x 100.
- talculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

	Workforce Analysis j = 2 j x 10	w.			
					Table 14: Persons with Disabilities
	- F 10 C - 10 C	Persons with	Disabilities		
	oyment Equity Occupational	Short-term Goals	Long-ter	m Goals	Comments
	p (EEOG)	9/6		%	
01/02	Managers	0.0		0.0	
03	Professionals	0.0		0.0	
04	Semi-Professionals & Tech	0.0		0.0	
05	Supervisors	0.0		0.0	
06	Supervisors: Crafts & Trades	0.0		0.0	
07	Administrative & Sr Clerical	0.0		0.0	
08	Skilled Sales & Service	0.0		0.0	
09	Skilled Crafts & Trades	0.0		0.0	
10	Clerical Personnel	0.0		0.0	
11	Intermediate Sales & Service	0,0		0,0	
12	Semi-Skilled Manual	0.0		0.0	
13	Other Sales & Service	0.0		0.0	
14	Other Manual Workers	0.0		0.0	
Total		0.0		0.0	

									Data for	Subseque	nt/Curre	nt Goals							
A	С	D	Ī E	F	i G	Н	Ī	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F -	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
	J.	1	Ų	Ţ	1	1	↓	Ţ	Į.	Ţ	Ţ	Ţ	Ţ	Į.	Ų	Ţ	1	Ļ	Į
									<u> Fable 15: N</u>				'S						
									Subsequ	ent/Current	t Short-teri	n Goals							
				All Er	aployees										isible Minori	ties			
Employment Equity Occupational	Number		oth (New Posi			Employees)		Anticipated	Number		eplacement of Lemployees)	Hires Required	From	r Goals n - To	Present		Projected	Present	Projected
Group (EEOG)	VVVV-MM-DD	Actual	Pro	jected	Actual	Pro	jected T	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- 1111	Availability	Present Gap	Gap	Representation	Representation in 3 Vears
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		-	Annually	Over 3 Years	Years	0	3					
	#	%	%	#	%	9/6	#	Ħ	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		1	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		(0.0%		0	0	(0.0%	0	0	0		0.0%	0	()	#DIV/0!	#DIV/0!
Total	0	-100.0%			0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

2 Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis) + Total number of employees from Current Workforce Analysis) + 2) x 100.

	Workforce Analysis) - 2) x 100					T 11 47 M 1 483 W 144
						Table 16: Members of Visible Minorities
E	oyment Equity Occupational	Meml	ers of Visil	ole Minoriti	es	
E0000000		Short-tern	ı Goals	Long-teri	m Goals	Comments
CHOC	p (EEOG)		9/6		%	
01	Senior Managers		0.0		0.0	
02	Middle & Other Managers		0.0		0.0	
03	Professionals		0.0		0.0	
04	Semi-Professionals & Tech		0.0		0.0	
	Supervisors		0.0		0.0	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		0.0		0.0	
08	Skilled Sales & Service		0.0		0.0	
09	Skilled Crafts & Trades		0.0		0,0	
10	Clerical Personnel		0.0		0.0	
11	Intermediate Sales & Service		0.0		0.0	
12	Semi-Skilled Manual		0.0		0.0	
13	Other Sales & Service		0.0		0.0	
14	Other Manual Workers		0.0		0.0	
Total			0.0		0.0	

									Feder	al Conti	ractors	Progra	m Achie	vement	Report									
]	Part 4: I	Results	- Wome	en .										
<u> </u>											Ingeni		oup Inc											
												43300												
A	B	C	D	E	F	G	H	I	J	K	L	M	l N	O	P	Q	R	S	······································	J.	¥	W	X	
Data s	sources:	***************************************	Part I: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G + 100	E - 11	E+H x 100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G = 100	L-N	Part 2; Flow Data Analysi			P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F ~ 100	V - X
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r.m.	ployment Equity			1		orce An									T		Data Ai			т				
	upational Group	Year			W	orkforce Woo						Hires W	omen				rometion W	1S omen			To	erminatio W	ns omen	
(EE	OG)		All Employees	Represen		Availa	ibility	Gap	EE Result	All Employee	Λe	tual	Expected	Difference	All Employed	* Ac		Expected	Difference	All Employee	Ac	luul	Expected	Difference
01	Senior Managers	2018 0	# 26 0	# 8 0	30.8 0.0	% 27.4 0.0	" 7	1 0	% 112.3 0.0) 0	0.0	<i>a</i>	0	,	0 0	% 0.0	0	,,	,	# 0	0,0	"	*
1 112 1	Middle & Other Managers	2018 0	58 0	18	31.0 0.0	38.9 0.0	23 0	-5 0	79.8 0.0	ſ) 0					0 0		0	ſ	1	0		()	0
Н	Professionals	2018	81	27	33.3 0.0	19.9 0.0	16	11	167.5 0.0	ſ		0.0		0	,	0 0		0	· · · · · · · · · · · · · · · · · · ·		0	0.0	0	
04	Semi-Professionals & Technicians	2018	106	40	37.7	37.5	40	0	100.6		1 0			0	<u> </u>			0		, ,				
05	Supervisors	2018	0	0	0.0	0.0	0	0	0.0			0.0	0	U		0 0		v			0	0.0	V	V
	Supervisors: Crafts &	2018	0	0	0.0	0.0	0	0	0.0		0	0.0	0	()	0 0		U		(0	· ·	0	V
Ш	Trades	0	0	0	0.0	0.0	0	0	0.0	() 0	0.0	0	- 0)	0 0	0.0	0	€,) (0	0.0	()	0
Datas	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	: + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100	po nou reduide litera										
		1	↓	Į.	Ţ	1	1	Ţ	Ţ	1	1	1	<u> </u>											
				Entran	ts		C1	C 1		oals		<u> </u>												
	ployment Equity upational Group	Year	FI	ow Data Wom	ien		Short-ter Wo		·		Long-ter Woo							C	ommen	ts				
	og)		All Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	9/4	%	%	#	%	%	%											
01	Senior Managers	3	0	0	0.0	0	0.0	0.0 0.0	0.0	(0.0	0.0 0.0	0.0											
	Middle & Other Managers	0	0		0.0	0	0.0	38.9	0.0	(0.0	38.9	ļ											
	Professionals	0	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	0.0	4										
	Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	0.0											
	Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0 0.0 0.0	0.0											
	Supervisors: Crafts & Trades	0	0	0	sors 3 0 0 0.0 0.0 0.0 0.0 0.0 sors: Crafts & 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0																			

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									J	Part 4: I	Results	- Wome	en en										
										Ingeni	um Gr	oup Inc											
											43300												
A	C	D	E	F	G	H	I	J	K		M	N	O	P	<u> </u>	R	S	······································	L	V	W	X	• Y
Data sources:		Part I: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G + 100	E - 11	E+H ×100	Part 2; Flow Data Analysis	Part 2: Flow Duta Analysis	L÷K ×100	K x G = 100	L-N	Part 2; Flow Data Analysi	Part 2: Flow Data Analysis		P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V÷Ux 100	U x F ÷ 100	V - X
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			1	Workf	orce An	alysis									Flow	Data Ai	nalysis						
Employment Equity	Year			N	orkforce						Hires				P	rometier				Te	rminatio		
Occupational Group (EEOG)		All Employees	Donos		Wes		C	er n	All Employee			omen	nie	All Employee			omen	DISC.	All Employees	1		men	Diff.
,		"	Represe	ntation %	Avails %	unity #	Gap #	EE Result	#	, Ac	tual %	Expected #	Difference #	н	Act	uai %	Expected #	Difference #	#	Act	9%	Expected #	Difference #
07 Administrative & Senior Clerical	2018 0	19	12 0	63.2 0.0	80.1 0.0	15 0	-3 0	78.8 0.0	(0	0.0	0	0		0		0	() (0	0,0	0	0
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0	() 0	0,0	0	0		0	0.0	0) (0	0.0	0	0
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0.0	0	0	0.0	() 0	0.0	0	0) (0 0	0.0	0) (0	0.0	0	0
10 Clerical Personnel	2018	10	7	70.0 0.0	66.8 0.0	7	0	104.8	() 0	0.0		0		0 0		0			0	0.0	0	0
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0) 0					0 0		· · · · · · · · · · · · · · · · · · ·	······································	1	0	0.0	n	
12 Semi-Skilled Manual Workers	2018		0	0.0	0.0	0	0	0.0		1 0	0.0					0.0	0			0	0.0		0
Workers	1 0	1 0	U ₁	0.0	0.0		0	0.0	C	<i>y</i> 0	0.0	- 0	1 0	<u>'</u>	<i>y</i> 0	0.0	V	, s,	71 0	V .	0.0	· ·	U 0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F :: I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100	200 TOWN DOWN THE REAL PROPERTY AND THE PROPERTY AND THE REAL PROPERTY AND THE REAL PROPERTY AND THE PROPERTY AND THE PROPERTY AND T										
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		New	Entran	its				G	oals														
Employment Equity	Year	FI	ow Data Won			Short-tei Wo		S		Long-ter Wor								,					
Occupational Group (EEOG)		All Employees	Acti			Percent of		Percent of	Goal	Percent of		Percent of					C	ommen	TS				
(Acti		Goal	Goal Met	Goal	Goal Met		Goal Met	Goal	Goal Met											
Administrative &	0	# 0	0	0.0	# 0	% 0.0	% 0.0	0.0	#	0.0	0.0	0.0											
07 Senior Clerical	3	0	0	0.0			0.0	0.0			0.0												
08 Skilled Sales &	0	0		0.0	0	0.0	0.0	0.0	(0.0	0.0												
Service Personnel Skilled Crafts &	0	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0												
09 Trades Workers	3	0	0	0.0		0.0	0.0	0.0		0.0	0.0	Į	1										
10 Clerical Personnel	3	0	0	0.0 0.0	0	0.0	0.0 0.0	0.0 0.0	(0.0	0.0 0.0		4										
Intermediate Sales &	0	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	3	1										
Service Personnel Semi-Skilled Manual	0	0	0	0.0	0	0.0	0.0	0.0	(0,0	0.0												
12 Workers	3	0	0	0.0	,	0.0	0.0	0.0	,	1	0.0	4	1										

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Data sources:	(564156979883) 1704444 «*********************************	100000000000000000000000000000000000000	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E+D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H × 100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L÷K ×100	K x G + 100	L - N	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	PxF+100	Q - S	Part 2: Flow Data Analysi		V + U x 100	U x F ÷ 100	V - X
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(EEOG)	O. oup		All Employees	Represes	itation	Availa		Gap	EE Result	All Employee	Ae	tual	Expected	Difference	All Employee	Acti		omen Expected	Difference	All Employed	es Ac	tual	omen Expected	Difference
		я	#	#	%	%	·	ų.	%	B.	н	96		и	u	#	%	#	и	#	#	%	H	8
	1	2018	0	0	0.0	0.0	0	()	0.0															
Persor	inel	0 2018	0	0	0.0	0.0	0	0	0.0	C	0	0.0	0	0	(0	0.0	0	()	0 0	0,0	0	0
14 Other	Manual Workers	2018	0	0	0.0	0.0	0	0	0.0	(0	0.0	0	0) (0	0.0	0)	0 0	0.0	0	0
Total		2018	300	112	37.3	0.0	0	112						-		1								
T Otal		0	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0) (0	0.0	0)	0 0	0.0	0	0
Data sources:	ann areann ann an Aireann ann an Aireann ann ann ann ann ann ann ann ann ann	7	Part 2: Flow Data Analysis	Part 2: Flow Data F Analysis	+ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F+1x100	Part 3: Goals	₩ E ÷ K x 100	Part 3: Goals	F + M x 100											
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			ij	4	%	į.	%	%	%	4	%	%	%											
13 Other Persor	Sales & Service	0	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	4											
	Manual Workers	0	0	0	0.0	0	0.0	0.0		(0.0	0.0	0.0											
Total		0	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	0.0											

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Occ	upational Group	Year			<u> </u>	orkforce Aborigina						Hires Aborig	nal Peoples				romotio Aberigi	ns nat Peoples				erminati Aborig	OHS inal Peoples	
(EE	OG)		All Employees	Represe		Availe	ability	Gap	EE Result	All Employee	^ Ac	tual	Expected	Difference	All Employer	Act		Expected	Difference	All Employee	^	tual	Expected	Difference
01	Senior Managers	# 2018 0	26 0	0	0.0	2.9 0.0	# 1 0	# -1 0	% 0.0 0.0	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	0	0.0	7 0	# 0)	0 0	0.0	0	#	0) *	0.0	0) 0
02	Middle & Other Managers	2018 0	58 0	0	0.0	2.2 0.0	1	-1 0	0.0	ſ	0	0,0		()	0 0	0.0	0	í	n		0,0	0	
Н	Professionals	2018	81	0	0.0	0.0	1	-1	0.0	0	0	0.0	0	0		0 0	0.0	0	(0
04	Semi-Professionals & Technicians	2018	106	1	0.9	1.6 0.0	2	-1	59.0 0.0	· ·	0	0.0		r)		0 0		0		n			0	
05	Supervisors	2018	0	0	0.0	0.0	0	0	0.0		0	0.0			<u> </u>	0 0			`	2				<u> </u>
06	Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0		0	0.0				0 0	0.0	0	```	n n		-		, v
Щ				· · · · · · · · · · · · · · · · · · ·	0.0	gammana	······································	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	gamanananaraeseeseesa			,		<u>′I </u>	0 0	0.0		,		<u> </u>	, 0.0		
Datas	ources:		Part 2: Flow Data Analysis	Purt 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E+Gx 100	Part 3: Goals	F = I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100	A CONTRACT REGREGAL TERROPE										
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r	Factor			Entran	its		Short-te	rm Goals		oals	Long-ter	m Goals												
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	Senior Managers	3	0	0	0.0			0.0	0.0		655	0.0	0.0											
	Middle & Other Managers	3	0	0	0.0	0	0.0	2.2 0.0	0.0	(0,0	2.2 0.0												
	Professionals	0	0	0	0.0	0	0.0	0.9 0.0	0.0	(0.0	0.9 0.0	0.0											
	Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	1.6 0.0	0.0	(0.0	1.6	0.0											
	Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	0.0											
	Supervisors: Crafts & Trades	0	0	0		0	0.0	0.0	0.0	(0.0	0.0	0.0											

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Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E+D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E+H x 100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L÷K ×100	K x G + 100	L - N	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F = 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V → U x 100	UxF + 100	V - X
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	oloyment Equity upational Group	Year			V	Vorkforce	al Peoples				1	Hires	nal Peoples			P	romotio	nal Peoples			T	erminatio	nal Peoples	
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1 41 / 1	Administrative &	2018	19	į		1.7	<u> </u>	0	0.0															
ļ <u>ļ</u>	Senior Clerical Skilled Sales &	2018	0	0		·}·····		0	0.0	(0	0.0	0	0	(0	0.0	-0	0	(0	0.0	0	0
1 (18.1	Service Personnel	0	0	0		}	<u> </u>	0	0.0	() 0	0.0	0	C	() 0	0.0	0	0		0	0.0	0	0
	Skilled Crafts & Trades Workers	2018 0	0	0		0.0	ś	0	0.0) 0	0.0	0	() (0	0.0	0	0) (0,0	0	0
\Box	Clerical Personnel	2018	10		10.0	1.6	0	1	625.0 0.0) 0		0	ſ		0	0,0	0	0					0
	Intermediate Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0		1 0								0	`				
12	Semi-Skilled Manual Workers	0 2018 0	0	ļ		0.0	0	0	0.0	\) 0	0.0		0		0	0.0	0	0) (n	
Ш	WORKEIS	U	0	U _i	0.0	0.0	U		0.0		7 0	1 0.0	U	į,	' ') V	0.0	0	U	1 (1 0	1 0.0	- 0	0
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	oloyment Equity upational Group	Year	F	ow Data Aberigina			Short-te	rm Goal: al Peoples	5		Long-ter Aborigina							-	Commen	4 0				
(EE			All Employees			Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					·	ommen	is .				
		#	#	4	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
0.7	Administrative &	0	0	0			0.0	0.0	0.0	,	0.0	0.0	0.0											
1 077 1	Senior Clerical	3	0	0	0.0	to a second second		0.0	0.0			0.0	0.0											
1 08 1	Skilled Sales &	0	0				0,0	0.0	0.0	(0,0	0.0												
	Service Personnel Skilled Crafts &	3	0	0	Ĺ	·	0.0	0.0	0.0	(0.0	0.0	0.0											
	Trades Workers	3	0	0			0.0	0.0	0.0		0.0	0.0												
10	Clerical Personnel	0 3	0 0	0 0		·	0.0	0.0 0.0	0.0	(0.0	0.0 0.0	0.0 0.0											
1 1 1 1	Intermediate Sales & Service Personnel	0	0	0			0.0	0.0	0.0	(0.0	0.0 0.0												
1 1 / 1	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0,0	0.0	(0.0		0.0											

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Data sources:	475607383331700774		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E+D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E+H ×100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L÷K ×100	K x G + 100	L - N	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	PxF+100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	UxF + 100	V - X
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Employme Occupation		Year			W	orkforce Aborigina					1	Hires	nal Peoples			P	romotio Abacia	ns inal Peoples			T	erminati Aborio	ONS inal Peoples	
(EEOG)	•		All Employees	Represe	ntation	Avails		Gap	EE Result	All Employees	Ae	tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employee	Ac	tual	Expected	Difference
		9	a a	и	%	9/4	η	H	%	ä	"	9%	7	#	"	#	%	#	и	ıı	#	9/6	и	#
1141	Sales & Service	2018	0	0	0.0	0.0	0	0	0.0												1 0			
Personn		0 2018	0	0	0.0	0.0	0	0	0.0	U	1 0	0.0	U	0	(1	0	0.0	0	U		0	0.0	1	V
14 Other M	Manual Workers	0	0	o	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	() 0	0.0	0	0
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Data sources:	**************************************		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F+1x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F → M x 100											
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Occupation	nal Group	1 Cai	All Employees	Aborigina	l Peoples		Aboriging Percent of	d Peoples	Percent of		Aborigina Percent of	d Peoples	Percent of					(Commen	ts				
(EEOG)				Act	ual	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
lou e		#	#	#	%	#	%	%	*4	#	96	%	%											
13 Other S Personn	Sales & Service nel	0 3	0	0	0.0	U	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Manual Workers	0	0	0	0.0	0	0.0	0.0		0	0,0	4												
Total		0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	4	0.0											

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B	C	D	E	••••••••••••••••••••••••••••••••••••••	G	H	I	J	K	L	M	I N	0	P	Q	R	S		U	L V	W	X	
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	я	a a	#	%	9,	,	8	%	2	и	%	, a	ü	ı,	#	%	#	н	ų.	*	%	н	
01& Managers	2018	84	Į	0.0	4.3	ğ	-4	0.0						α.									
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03 Professionals	0	0	0	0.0	0.0	0	(0.0	(0	0.0	0	(0	0 0	0.0) () (0	0	0.0	0	0
04 Semi-Professionals & Technicians	2018	106	ł	0.0 0.0	4.6 0.0	ā	-5		(0.0	0		<u>, </u>		0.0) (1 (0	0.0		
	2018	0		0.0	0.0	•	(+	,	0	1 0.0	0	'	0) (<i>V</i> .0		1 (0	0	0.0	0	0
05 Supervisors	()	0	0	0.0	0.0		(0.0	(0	0.0	0	(0) (0.0) () () 0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2018	0	0	0.0 0.0	0.0	Š			(1 0	0.0	0		0	0 0	0.0) () (1 0	0	0.0		n
L	.L	<u> </u>	L	V.101	V.V	<u> </u>		1	1	1	1	<u>′1 </u>	L	<u> </u>	<u> </u>	, V.V	1	<u> </u>	<u> </u>	1		<u> </u>	
Data sources:	×44244CCGGGGGGGGGGGGGGGGGGGGGGGGGGGGGGGG	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F÷1x100	Part 3: Goals	E+Kx 100	Part 3: Goals	F ÷ M x 100	900 CO										
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Employment Equity	Year		low Data Person	s with		Short-te				Long-ter													
Occupational Group (EEOG)		All Employees	Disabi	ilities	Geal	Persons wit Percent of Goal Met	h Disabilitie Goal	Percent of Goal Mer	Goal	Persons with Percent of Goal Met	Goal	Percent of Goal Met	inal Met										
	#	#	#	%	H	9,4	%	%	H	%	%	%											
01& Managers	3	0	0	0.0 0.0	0	0.0	4.3		C	0.0	4.3												
	0	0	0	0.0	0	0.0	3.8		(0.0	<u> </u>												
	3	0	0	0.0			0,0				0,0	Ł											
04 Semi-Professionals & Technicians	3	0	0	0.0	0	0.0	4.6		(0.0	4.6												
05 Supervisors	0	0	- 1	0.0	0	0.0	0,0	0.0	(0.0	4	0.0											
Supagnizares Conficto	0	0	0	0.0	0	0.0	0.0		(0.0	0.0	·											
06 Trades	3	0	0	0.0			0,0				0.0												

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - 11	E + H x 100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L÷K ×100	K x G + 100	L - N	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	PxF + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V → U x 100	UxF + 100	V - X
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Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	0.0 0.0											
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	-	(0.0	4	\vdash											
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01	Senior Managers	2018 0	26 0	1 0	3.8 0.0	% 10.1 0.0	# 3 0	# -2 0	38.1 0.0	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,) 0	0.0	7 0	# 0)	0 0	% 0.0	0	# ()	*	0	0,0	#) 0
02	Middle & Other Managers	2018 0	58 0	16 0	27.6 0.0	15.0 0.0	9	7	183.9 0.0	ſ	0	0.0	0)	0 0	0.0	0	n	0	0	0.0	0	0
03	Professionals	2018	81	32	39.5 0.0	28.0 0.0	23	9	141.1	ſ		0.0	-			0 0	0.0	n	r	1	0	0.0	0	1 0
04	Semi-Professionals & Technicians	2018	106	32	30.2 0.0	23.9 0.0	25	7	126.3 0.0		1 0	0.0			<u> </u>	0 0					0	0.0		
05	Supervisors	2018	0	0	0.0	0.0	0	0	0.0					V	,			V	U	, 0			V	
06	Supervisors: Crafts &	2018	0	0	0.0	0.0	0	0	0.0		0	0.0	0	· ·	,	0 0		V	Ų	V	0	į.	0	V
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	Semi-Professionals & Technicians	0 3	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	0.0											
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07 Administrative & Senior Clerical	2018 0	19 0	3	15.8 0.0	25.5 0.0	5 0	-2 0	61.9 0.0	(0	0.0	0	0		0 0	0.0	0	() 0	0	0,0	0	0
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0.0		0	0.0	(0	0.0	0	0)	0 0	0.0	0	() 0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0.0 0.0	0	0	0.0	(0	0.0	0	0)	0 0	0.0	0	() 0	0	0.0	0	0
10 Clerical Personnel	2018	10	2	20.0	37.6 0.0	4	-2 0	53.2 0.0	(0	0.0	0	0)	0 0	0.0	0	() 0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0.0 0.0	0	0	0.0		0	- Company				0 0					0			
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0.0	0	0	0.0) 0				,	0 0		0		, 0	· ·			0
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08 Skilled Sales & Service Personnel	3	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	ļ											
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10 Clerical Personnel	3	0	0	0.0	0	0.0	37.6 0.0	0.0	(0.0	37.6 0.0												
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Service Personnel Semi-Skilled Manual	0	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0												
12 Workers	3	0	0	0.0			0.0	0.0			0.0	4	4										

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13 Other Sales Personnel	& Service	2018 0	0	0	0.0	0.0	ğ	0	0.0	0		0.0		Δ		0	0.0	1 0			0	0,0		
		2018	0	0	0.0	0.0	Å	0	0.0		1	0.0	<u> </u>		(1	V	U.U	· ·	· · · · · · · · · · · · · · · · · · ·	<u>'</u>	V	V.U	<u>'</u>	V
14 Other Manu	ial Workers	0	0	0	0.0	0.0	\$	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
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13 Other Sales Personnel	& Service	0 3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
14 Other Manua	al Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0,0	0.0	0.0											
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Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Ingenium Group Inc
43300

Efforts

Please check the appropriate boxes next to the efforts that your organization made to implement the Federal Contractors Program.

Requi	red measures:
	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
	Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
	Adjusted survey results to reflect hires, promotions and terminations.
	Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
	Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
	Ensured that any new gaps identified are addressed accordingly.
	Maintained appropriate records in all required areas.
Other	measures:
	Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
	Ensured ongoing senior-level support for employment equity and its implementation.
	Established accountability mechanisms to ensure that the short-term goals would be met.
	Communicated the goals to relevant managers as well as monitored and recorded the results.
	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
	Consulted employee/union representatives on communication and implementation of employment equity.
	Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.

	Put in place a strategy to ensure a barrier-free workplace.
	Undertook initiatives to increase representation where gaps in representation were found.
	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Ope	rational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your
assessi	zation's activities during the period between the first/previous and subsequent/current compliance ment.
	Impact of economic and industrial conditions on the organization.
himani	
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
r	Similar and laverify (in all de the number of empleyees offered and the competitude lavering of
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	employees).
	Other.
Addit	ional Details
Please I	provide any additional information (optional):

Ingenium

Date		
2017		
То	From	***************************************
All Employees	Victor Smith	
Subject	Project No.	
Employment Equity		
Distribution		

The Ingenium Group is a contractor in the Federal Contractors' Program. The requirements of the program include implementing an Employment Equity program to ensure that employment systems are fair, equitable and accessible to all employees.

We believe in the principles of Employment Equity. This program belongs to all of us. It cannot be effective without the understanding and support of all staff. You can expect that the commitment of managers will be visible and ongoing.

As part of this initiative, we are required to track the representation of the four designated groups – women, visible minorities, aboriginal people and persons with disabilities – within our workforce.

A self-identification questionnaire is attached. Please complete it and send it in a sealed envelope to Human Resources.

Completion of the questionnaire is voluntary, however, it must be returned to Human Resources even if you decide not to answer the questions. Please ensure that you identify yourself by filling in your name before sending it back to Human Resources.

Your information will be kept in strict confidence. To ensure this, completed questionnaires will not be stored in employee files, but in a separate, locked cabinet. <u>I assure you this information is collected for employment equity reporting purposes only.</u>

I invite your input and feedback since it is your participation in this program that will ultimately determine its success, and maintain our ability to continue working on Federal Government Projects.

Questions/comments may be directed to Jacqui Souter in Human Resources or myself.

Employment Equity SELF-IDENTIFICATION SURVEY

Em	nployee Name	Company Name/L	ocation		
ре	erson may be a member of more	ions; note that this survey is avail than one designated group and a definitions of the four designated	nswers may		
1.	Gender			Female	Male
2.	For the purposes of employme Based on this definition, are yo	nt equity, "Aboriginal peoples" me ou an Aboriginal person?	•	s who are I Yes	Indian, Inuit or Métis. No
3.	or recurring physical, mental, s a) consider themselves to be b) believe that an employer employment by reason of	ent equity, "persons with disabilit sensory, psychiatric or learning im disadvantaged in employment b or potential employer is likely t of that impairment, unctional limitations owing to the	pairment an y reason of t to consider	nd who that impai them to b	rment, or be disadvantaged in
1[]	Based on this definition, are yo	ou a person with a disability?	Yes	No	
4.	For the purposes of employr	ment equity, "members of visible on-Caucasian in race or non-white	e minorities		persons, other than
	Based on this definition, are yo	ou a member of a visible minority	? Yes	No	
	Signature	Date			

This information is collected for employment equity purposes only. It will be kept strictly confidential.

Completion of the survey is voluntary; however, you must return your questionnaire in the envelope provided; even if you do not wish to answer the questions. It is important for us to receive a response from you. Should you have any questions, please contact Jacqui Souter in Human Resources. Thank you for your cooperation.

From: Caroline Belgado < Caroline. Belgado @ theingenium group.com >

Sent: August 1, 2018 2:36 PM

To: Dobney, Alicia A <alicia.dobney@labour-travail.gc.ca> **Cc:** Jacqui Souter <Jacqui.Souter@theingeniumgroup.com> **Subject:** RE: Ingenium Group Workforce Achievement Report

Hi Alicia.

I generated another report earlier today, please find attached Workforce Analysis Detailed & Summary reports.

Response rates from survey:

- a. Total number of employees surveyed = 301
- b. Total combined number of surveys that were returned blank, partially and fully completed = 287
- c. Total number of fully completed and returned surveys = 277

Thanks, Caroline

Caroline Belgado

Human Resources Coordinator

Ingenium Group Inc.

Tel: 416 798 5609 Fax: 416 798 5456 Email: <u>Caroline.Belgado@theingeniumgroup.com</u>	Web:
<u>theingeniumgroup.com</u>	
30 International Blvd., Unit 4, Toronto, Ontario M9W 1A2, Canada	
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return e-mail.	
Please consider the impact on our environment before printing this e-mail.	

From: alicia.dobney@labour-travail.gc.ca [mailto:alicia.dobney@labour-travail.gc.ca]

Sent: Wednesday, August 01, 2018 8:45 AM

To: Caroline Belgado < Caroline. Belgado@theingeniumgroup.com>

Cc: Jacqui Souter < Jacqui. Souter@theingeniumgroup.com> **Subject:** RE: Ingenium Group Workforce Achievement Report

Hello again,

I actually need a few things from you. I had asked for the following information about your survey on June 15th but I don't think I ever received the response rates from you.

Please submit the following:

- 1. Response rates from you survey:
 - a. Total number of employees surveyed
 - b. Total combined number of surveys that were returned blank, partially and fully completed
 - c. Total number of fully completed and returned surveys
- 2. Workforce Analysis (Both Detailed & Summary reports)

Thank you,

Α.

From: Dobney, Alicia A
Sent: August-01-18 8:33 AM
To: 'Caroline Belgado'
Cc: Jacqui Souter

Subject: RE: Ingenium Group Workforce Achievement Report

Hi Caroline,

It looks good to me. Can you please also provide me with your Workforce Analysis (both the Summary Report and the Detailed Report) that was used to create this Achievement Report.

Thanks,

Α.

From: Caroline Belgado [mailto:Caroline.Belgado@theingeniumgroup.com]

Sent: July-30-18 11:58 AM **To:** Dobney, Alicia A **Cc:** Jacqui Souter

Subject: Ingenium Group Workforce Achievement Report

Hi Alicia

As discussed last week please find attached our Workforce Achievement Report—workforce analysis and goals tab have been completed as required.

Please let me know if there is anything else is required from us at this point.

Thanks, Caroline
Caroline Belgado Human Resources Coordinator Ingenium Group Inc.
Tel: 416 798 5609 Fax: 416 798 5456 Email: Caroline.Belgado@theingeniumgroup.com Web: theingeniumgroup.com 30 International Blvd., Unit 4, Toronto, Ontario M9W 1A2, Canada
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For more information please visit http://www.symanteccloud.com

Federal Contractors Program Report of the First Compliance Assessment

Employer Name: Ingenium Group Inc.

Primary Location: Toronto, Ontario

Number of Employees: 300

Organization Overview: NAICS: 5413 – Architectural, Engineering and Related Services

Ingenium Group Inc. provides professional services in consulting and architectural design.

Key Dates – First Year Assessment

Initiated: October 3, 2018 Received: July 30, 2018 WFA: June 6, 2018

COLLECTION OF WORKFORCE INFORMATION

Number of Surveys Handed Out: 301 100 Number of Surveys Returned: 287 95 277 93

Number of Completed Surveys Returned:

- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.

#

%

- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The questionnaire indicates that it is available in alternate formats upon request.
- The questionnaire indicates that answering the self-identification questions is voluntary.
- The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.
- The questionnaire indicates that employees can update or change information about themselves at any time

The survey was provided on May 18, 2018, and two requirements were missing. Both requirements ('available in alternate formats' and 'employees can update their information at any time') were added to the newest version of the survey that was sent out to staff.

WORKFORCE ANALYSIS & GOAL SETTING

- □ The organization selected the occupational defaults for establishing external availability estimates or provided reasonable justifications.
- The organization selected the geographic defaults for establishing external availability estimates or provided reasonable justifications.
- \times The organization appears to have properly coded its positions using the 2011 National Occupational Classification (NOC).
- The organization has set a goal for every designated group in every occupational group where a gap was identified.
- The organization has demonstrated that it has considered the following in setting its short-term goals: the degree of under-representation, the availability, anticipated growth or reduction and anticipated turnover in order to set a goal in each occupational group where a gap was identified.
- The goals set are sufficient to ensure reasonable progress by being above, or at minimum, equal to availability.

SUMMARY OF GOALS

Women

,			,			,
Workforce Analysis Results		Goals			***************************************	
Emp	oloyment Equity Occupational Group (EEOG)	Present Gap	Short- term (1 to 3 years)	Long- term (3 years or more)	Representatio n	LMA
#	Description	#	%	%	%	%
2	Middle & Other Managers	-5	38.9	38.9	31.0	38.9

Observations:

There is a gap of -3 in EEOG 07, however as this organization's representation is above 50% they are not required to set a goal for this gap.

Aboriginal Peoples

Workforce Analysis Results		Goals				
		n	Short- term	Long- term	Representatio n	LMA
Emt	nployment Equity Occupational Group Present Gap	(1 to 3 years)	(3 years or more)			
#	Description	#	%	%	%	%
1	Senior Managers	-1	2.9	2.9	0.0	2.9
2	Middle & Other Managers	-1	2.2	2.2	0.0	2.2
3	Professionals	-1	0.9	0.9	0.0	0.9
4	Semi-Professionals & Technicians	-1	1.6	1.6	0.9	1.6

Observations:

An appropriate goal (LMA) has been set in each instance where there is a gap for the designated group of Aboriginal Peoples.

Members of Visible Minorities

Workforce Analysis Results		Goals				
Employment Equity Occupational Group		Present	Short- term	Long- term	Representatio n	LMA
Employment Equity Occupational Group Present (EEOG) Gap	(1 to 3 years)	(3 years or more)	''			
#	Description	#	%	%	%	%
1	Senior Managers	-2	10.1	10.1	3.8	10.1
7	Administrative & Senior Clerical Personnel	-2	25.5	25.5	15.8	25.5
10	Clerical Personnel	-2	37.6	37.6	20.0	37.6

Observations:

An appropriate goal (LMA) has been set in each instance where there is a gap for the designated group of Members of Visible Minorities.

Person with Disabilities

Workforce Analysis Results		Goals				
		Dwasant	Short- term	Long- term	Representatio n	LMA
Employment Equity Occupational Group (EEOG)	Present Gap	(1 to 3	(3 years			
	Cup	years)	or more)			
#	Description	#	%	%	%	%
1	Senior Managers	-4	4.3	4.3	0.0	4.3
2	Middle & Other Managers	-3	3.8	3.8	0.0	3.8
3	Professionals	-5	4.6	4.6	0.0	4.6
9	Skilled Crafts & Trades Workers	-1	7.0	7.0	0.0	7.0
14	Other Manual Workers	-4	4.3	4.3	0.0	0.0

An appropriate goal (LMA) has been set in each instance where there is a gap for the designated group of Members of Visible Minorities.

RECOMMENDATION

I recommend that	the employer be found:
⊠in compliance	☐in non-compliance

Having assessed the data submitted by the employer regarding its workforce and considered its unique circumstances; I recommend that the closing letter include the following:

The workforce analysis conducted by Ingenium Group Inc. demonstrated that this organization has a number of gaps in the designated groups of "Members of Visible Minorities" and "Persons with Disabilities". It may be beneficial for Ingenium Group Inc. to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group. Fostering relationships with these organizations could allow Ingenium Group Inc. to address and close gaps through internships or permanent employment when vacancies arise.

Name of Analyst: Alicia Dobney

Date: August 1, 2018

From: Dobney, Alicia A On Behalf Of EE-EME

Sent: August 9, 2018 9:54 AM

To: 'victor.smith@theingeniumgroup.com' <victor.smith@theingeniumgroup.com>

Cc: 'Caroline Belgado' <Caroline.Belgado@theingeniumgroup.com>;

'Jacqui.Souter@theingeniumgroup.com' < Jacqui.Souter@theingeniumgroup.com>

Subject: Government of Canada Agreement Number: V060617 - Notification of Compliance with the

Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Victor Smith:

I am writing to inform you that the compliance assessment submitted on July 30, 2018 has been completed. As a result of the assessment, Ingenium Group Inc has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

The purpose of this initial assessment was to verify that your organization has taken steps to achieve employment equity by surveying its workforce, conducting a workforce analysis and setting hiring and promotion goals where gaps in the representation of the designated groups were identified.

Based on a review of the information submitted by your organization, you will find recommendations below for your consideration to ensure the ongoing success of Ingenium Group Inc's employment equity program.

• The workforce analysis conducted by Ingenium Group Inc. demonstrated that this organization has a number of gaps in the designated groups of "Members of Visible Minorities" and "Persons with Disabilities". It may be beneficial for Ingenium Group Inc. to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group. Fostering relationships with these organizations could allow Ingenium Group Inc. to address and close gaps through internships or permanent employment when vacancies arise.

Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. The next assessment will be initiated on October 3, 2021. Future compliance assessments will focus on the achievement of reasonable progress in meeting the goals established in your organization's initial or updated employment equity submission.

When Ingenium Group Inc is notified of a subsequent assessment, the following information will be required:

- 1. Workforce data (Form1 to 6) at the national level.
- 2. A current workforce analysis; and
- 3. A completed Achievement Report that includes revised short-term and long-term numerical goals for any remaining gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If reasonable progress has not been made, Ingenium Group Inc will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

The FCP does not prescribe measures to be undertaken. Each federal contractor is encouraged to implement employment equity in ways that are meaningful and relevant to their organization. Evidence of reasonable efforts could include:

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the <u>Workplace Equity Information Management System</u> (WEIMS). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools, including the Achievement Report, as well as a series of training modules.

Should you require any further information regarding your organization's obligations under the FCP, please contact Alicia Dobney at alicia.dobney@labour-travail.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Ingenium Group Inc continued success in achieving a diverse and inclusive workplace.

Workplace Equity Team

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrsdc-rhdcc.gc.ca



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!

Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative space for employers. Send us an email to join!